



POZITIVE PATHWAYS

2021-22 ANNUAL REPORT
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Forward from the Executive Director & Board President:

Looking Forward/Looking Back is the theme of this year's Annual General Meeting. As the agency continues to navigate these challenging times, we do so with mindful reflection on how the stages of the pandemic continue to impact all of our stakeholders while looking forward to new opportunities and new ways of evolving our work in the face of adversity.

Pozitive Pathways Community Services has been an integral part of the HIV community response in our region for over 37 years. Despite the challenges of this past year, we continue to provide innovative and supportive roles in HIV prevention, engagement, and the care cascade. That being said, we acknowledge the many challenges of continuing to manage through this period. People are continuing to experience much loss and change. Increased social isolation and lack of security, may relate to increased substance use, and increased issues of mental health and other comorbidities. Meanwhile, the institutions and other community service providers who have transitioned and/or disconnected, are now looking at how they have traditionally provided support and are looking to new ways of connecting with people. This is all happening while dealing with shifting policies, staff and capacity issues. With all of this change, we are hopeful that new and improved systems and ways of communicating and engaging with each other will begin to change the lives of many while being mindful that this process may take time.

The pandemic and changing values have deeply impacted our agency. We have had to make abrupt and significant shifts in how we delivered services and managed agency operations. We continue to adapt with a commitment to support all of our stakeholders. The pandemic has demonstrated that our agency can continue to build capacity to meet and strengthen our changing landscape.

A critical approach to support our agency's readiness for changing environments is to ensure ongoing planning. Looking forward, this process will focus on how we build relationships with the key populations we work for and with, as well as our community allies, partners, and funders.

Our leadership, staff, and board members continue to keep apprised of the latest knowledge being shared within our sector and are continuously working with each other and our peers, volunteers, and PHAs to look at new ways of operationalizing new knowledge into action.

This process of self-examination and new strategic planning will look at the life cycle of our existing programs and services, operations, policies, and governance to best determine a forward strategy that supports an agency that is not only surviving but thriving. The only way we can continue this important work is with you- and we look forward to it.

Regards

Michael Brennan
Executive Director

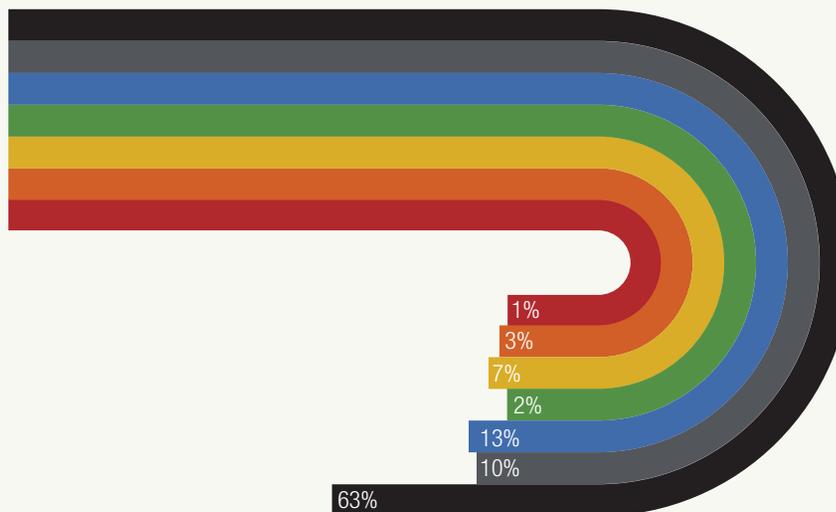


Naomi Levitz-Shobola
Board Chair

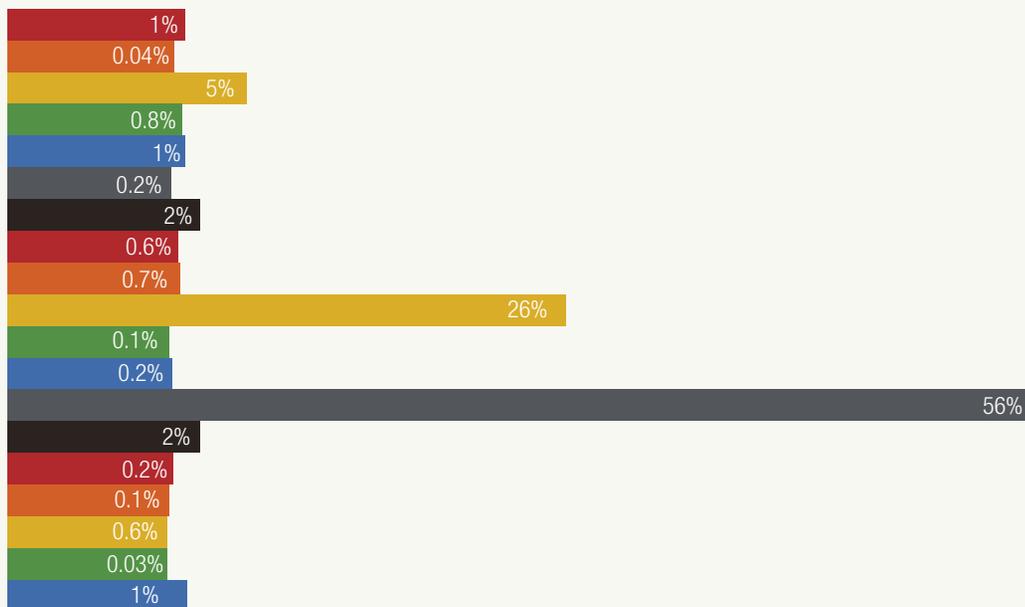


Statement of Operations For the Year Ended March 31, 2022

Revenue	General Fund	Bingo Fund	Capital Fund	2021 Total	2022 Total
Ontario Ministry of Health - AIDS Bureau	867,651	-	-	842,651	867,651
Public Health Agency of Canada	139,665	-	-	185,835	139,665
Windsor Essex County Health Unit	179,014	-	-	172,386	179,014
Donations and fundraising activities	29,636	-	-	37,430	29,636
Municipality of Chatham-Kent	93,767	-	-	97,060	93,767
Amortization of deferred contributions	40,693	-	-	12,992	40,693
Bingo Proceeds, net of expenses	-	15,130	-	5,964	15,130
	1,350,426	15,130	-	1,354,318	1,365,556



Expenses	General Fund	Bingo Fund	Capital Fund	2021 Total	2022 Total
Automobile	212,715	-	-	13,085	12,715
Bank Charges	664	-	-	807	664
Building Accommodations	75,297	-	-	75,297	72,297
Insurance	11,496	-	-	9,274	11,496
Maintenance and Repairs	15,113	-	-	12,728	15,113
Membership Fees	2,000	-	-	2,000	2,000
Office	32,879	-	-	32,056	32,879
Office Furniture and Equipment Rental	8,308	-	-	10,304	8,308
Professional Fees	8,854	-	-	19,649	8,854
Program Delivery and Education	353,939	-	-	272,720	353,939
Promotion and Advertising	2,267	-	-	830	2,267
Property Taxes, Net of Rebate	(3,714)	-	-	(3,665)	(3,714)
Salaries and Employee Benefits	747,108	-	-	854,727	747,108
Label Me Person Project	32,480	-	-	12,992	32,480
Special Events	3,462	-	-	1,903	3,462
Stipends	1,465	-	-	1,437	1,465
Telephone	8,087	-	-	8,468	8,087
Travel	490	-	-	636	490
Utilities	18,165	-	-	18,124	18,165
	1,331,075	-	-	1,343,372	1,331,075
Excess (deficiency of revenue over expenses)	19,351	15,130	-	10,946	34,481



**CLIENT SUPPORT SERVICES
CLIENT SUPPORT SERVICES**



Client Support Services

With some assistance in funding from Second Harvest, our Support Services Program has continued to provide nutritious grocery packages delivered to client's homes on a monthly basis. We have hired a peer to assist with the grocery shopping, packaging and delivery and they deliver to an average of 32 clients per month in both the Windsor-Essex and Chatham-Kent Regions. We have also continued to receive donated fresh fruits and veggies from the Downtown Mission's FRESH Program and deliver these fresh items to an average of 12 clients per week. This means in the past 6 months alone, we have delivered approximately 192 grocery packages and 312 fresh produce deliveries! Monthly "Care Package" deliveries include food staples such as bread, eggs, cheese, fresh meat & deli meat, noodles, fresh and frozen vegetables, fruit, and of course, some snacks—can't forget the comfort food in times like these!

body and home! These workshops maintain an attendance between 6-8 clients from the Windsor-Essex and Chatham Kent Regions and are always receiving positive feedback and requests for more!

Throughout the colder months, Support Services held a monthly zoom social for clients to check in virtually and remain connected with one another in a very informal matter. We would hold space for holistic check-ins and play virtual games which helped us get to know one another better and form new connections. With the warm weather finally here, we began our outdoor in-person socials! Our first one was held in June and we had 23 individuals attend! With good food prepared by our own peers, we enjoyed one another's company and played some games and even had some fun prizes! It has been nice to reconnect with clients and we look forward to seeing everyone again at our next social!

"... in the past 6 months alone, we have delivered approximately 192 grocery packages and 312 fresh produce deliveries!"

Support Services "Essential Oils" workshops went Virtual! Personalized kits were made up and delivered to client homes. Kits included all necessary items to participate in the workshop from their own homes empowering clients with knowledge and access to therapies when they felt they needed it most. This year, we included a "Toxic-Free Living" workshop, which helped clients recognize chemical toxins they use on their bodies and within their homes and how to reduce exposure to these toxins for a healthier

Proven Value in Peer Engagement

Our peer program has been gratefully awarded funding from the Public Health Agency of Canada (PHAC) for our new 5-year project, Peer Engagement: Engaging and Supporting Peers as Health Change Agents in Our Community. We are truly thrilled to embark on this journey, allowing us the ability to refresh existing programming and incorporate new opportunities for peers to meaningfully get involved in the community. We have also welcomed a new staff member within our team who brings years of experience within the HIV/AIDS sector. Adapting post pandemic has not been an easy feat, yet we are mindful of the benefits remote programming has brought to our groups including increased access for our peers residing in Chatham. The wheels are in motion for more exciting and rewarding years within peer engagement, we hope you can join us in the ride!

“The wheels are in motion for more exciting and rewarding years within peer engagement, we hope you can join us in the ride!”

We want to acknowledge the departure of Stephanie Bertrand – peer engage coordinator, and thank them for their many contributions to our agency.

PEER ENGAGEMENT
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AFRICAN, CARIBBEAN, BLACK

This year, the African Caribbean Black (ACB) Community Outreach program collaborated with Cindy Vanier, a local public health nurse from the Windsor-Essex Health Unit to produce three episodes on the agency's podcast. The topics of discussion included the symptoms, treatment, and local statistics of gonorrhoea, chlamydia, syphilis, herpes, HPV and local testing information. The program also collaborated with Nadine Manroe-Wakerell, a local ACB service provider to produce an episode that centred on anti-racism in the health care system. The episode focused on the realities that ACB members face when accessing health care followed by an action plan for service providers to address anti-black racism in their work and beyond.

“... a 2-week campaign was released on Facebook directing individuals to information around testing in Windsor-Essex and Chatham-Kent.”

To raise awareness for ACB Canadian HIV/AIDS Awareness Day on February 7, the program collaborated with a local salon, Inclusv Beauty Solutions to distribute information regarding the programs and services provided by Pozitive Pathways and the importance of getting tested for HIV and Sexual Transmitted Bloodborne Infections (STBBIs). To further promote and engage community members, a 2-week campaign was released on Facebook directing

individuals to information around testing in Windsor-Essex and Chatham-Kent.

Additionally, in partnership with the Canadian Mental Health Association, Windsor-Essex Local Immigration Partnership, and Migrant Worker Community Program, the ACB Program facilitated a sexual health presentation as part of the Healthy Minds in a Healthy Bodies series for migrant workers. The presentation was facilitated through Facebook LIVE to engage migrant workers regarding sexual health information and local health resources available across Windsor-Essex and Chatham-Kent.

The ACB program continues to stay connected and engaged with community partners and service organizations through working groups including the Workplace Wellness for Agri-Food Workers Task Force that focuses on providing resources for the foreign temporary workers across Windsor-Essex County. The ACB Program hopes to continue to collaborate in future initiatives and local events in the community to engage more workers.

Throughout the year, the ACB program provided virtual presentations through the agency's webinar series, Webinar Wednesdays. The topics of discussion included HIV 101, STI 101, and HIV Stigma in the Community.

Furthermore, the program continues to assist with the Needle Syringe Program providing assistance with in-centre distribution, outreach, and packaging safe supply kits.



WHAI
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WHAI

For the year, the Women HIV/AIDS Initiative (WHAI) program continued to try and engage at-risk women in the community for connection, educational discussion and increased access to supplies they may need. Unfortunately, due to COVID-19 physical distancing measures, an outbreak at a partner agency and or shut-downs throughout the fiscal year, the program was not very successful in engaging women through face-to-face outreach and sexual health workshops or wellness circles.

“...the department wrote, recorded, edited, promoted and launched season 2 of Pozitive Place podcast (17 episodes).”

The program focused primarily on providing education to service providers and women through online platforms such as Pozitive Place podcast and “Webinar Wednesdays”. In partnership with the African Caribbean Black (ACB) and Men 2 Men (M2M) program, the department wrote, recorded, edited, promoted and launched season 2 of Pozitive Place podcast (17 episodes). As part of the “Webinar Wednesday” series, the program facilitated 4 presentations targeting service providers with a total engagement of 25 participants. 1 presentation was held to engage service users with a total engagement of 8 participants.

Another focus of the WHAI program was spent on conducting interviews with at-risk women in the community. The data collected from the interviews will be used to assess the ongoing effectiveness of WHAI programming provincially to determine what areas of wellness WHAI workers should continue to focus on moving forward. The program was able to engage 25 women in Windsor-Essex and received recognition from provincial WHAI for a job well done!

We want to acknowledge the departure of Julia Bracewell – WHAI community outreach coordinator, and thank them for their many contributions to our agency.



M2M Sexual Health

Youth groups have moved to a hybrid model, where we have monthly in-person meetings in Windsor and Chatham, and in between youth are invited to weekly online meetings. This has been a really positive change, as many youth are eager to connect and build relationships in person, but some are unable to attend in person and are happy to have the option to do so online. We also continue to offer educational opportunities, such as the virtual youth conference offered earlier this year, which focused on wellness and included workshops on mindfulness, journaling, advocacy, and sexual health.

“...we realize that it’s also important to connect on a personal level and build trust.”

Online outreach has transitioned to a peer-driven model, with the hiring of people with lived experience to connect with guys online to offer sexual health education and resources for STI testing, PrEP, and other needs. It’s been increasingly important during the pandemic to make resources accessible to guys where they are, but we realize that it’s also important to connect on a personal level and build trust.

Education to service providers is continuing on an on-demand basis, delivering presentations on 2SLGBTQ 101, HIV, STIs, and Hep C. A partnership was also formed with LINCK and a local doctor in Chatham-Kent to offer a presentation to parents and guardians of trans* youth, with the realization that it’s not only trans* folks who struggle, but also their families and loved ones, who are often

overlooked. Having supportive parents is one of the greatest health determinants for trans* youth, and providing education to these parents can help them to support their children more effectively. We were able to connect with over a dozen parents and supply them with resources to better meet their children’s needs.

The second season of our Education & Outreach podcast is wrapping up its release, featuring topics such as Coming Out, Feminine Sexual Intelligence, Healthcare and Anti-Black Racism, and Harm Reduction. The podcast has been a fantastic way for us to bring sexual health education to young people in new and creative ways, making it accessible as well as a bit more fun.

As restrictions have begun to lessen and people have returned to meeting in person, so have we. However, it’s been so beneficial to learn about ways to connect with people online over the pandemic, and to continue using those things we learned and apply it to our work as a permanent fixture, bringing education to people where they are, whether that’s out in the community or online. 2SLGBTQ people have found solace and community online for as long as the internet has existed, and we continue to work hard to adapt our methods of outreach to best suit our communities.

We want to acknowledge the departure of Steff Armstrong – M2M sexual health project coordinator, and thank them for their many contributions to our agency.

LABEL ME PERSON
LABEL ME PERSON



The Label Me Person Campaign

The Label Me Person campaign has become an important vehicle to engage and educate residents, businesses, students, service providers, and people who use drugs through educational webinars, workshops, events, a traveling kiosk, and an awareness campaign that provides ongoing education to reduce stigma, frame the Opioid Crisis, frame the community response, and provide resources, stories, videos, podcasts, and social media. Last year we had the opportunity to concentrate community engagement into an intense 8-week summer education and community awareness initiative culminating on International Overdose Awareness Day.

“A total of 1075 visitors had a meaningful exchange at the display. UOW, St. Clair College, WRH, HDGH, Devonshire Mall, and All Saints Anglican Church.”

Last summer alone 131,604 people were reached via Social Media feeds Facebook, Instagram, Twitter & LinkedIn. 109 downloads of our podcasts and 6220 views of our Campaign Videos that provide a 360-degree view of the opioid crisis in our community through interviews with people who use drugs, clinical and social service providers, Windsor Police Services, and Treatment & Recovery services to name a few.

This brings our campaign update to 6 locations that were secured for the Label Me Person Kiosk and anti-stigma display facilitated by a total of 9 people with lived experience who spent 120 hours sharing their stories with the community as well as a one-day display at a town council meeting for Ward 3. A total of 24 display days were fulfilled. A total of 1075 visitors had a meaningful exchange at the display. UOW, St. Clair College, WRH, HDGH, Devonshire Mall, and All Saints Anglican Church.

We continue to engage the community through workshops and webinars in a meaningful way to provide education on topics such as Introduction to Harm Reduction, Opioids and Naloxone, Consumption & Treatment Services. There had been 10 workshops presented to 131 people. 5 LMP-specific webinars were delivered in 2021 to 234 participants and six community requests to 320 people for a total of 685 people. Beyond the general sessions, requests for education came from The City of Windsor, CMHA, WEHC, Trios College, Trans Wellness, and the Canadian College of Health Sciences and Technology to name a few.

The Label Me Person Campaign became a project charter for the PHU under the Harm Reduction Working Group and the Prevention & Education Working groups. The Ontario Harm Reduction Network and many communities and provincial service provider websites utilize the LMP site as a resource.



**HARM REDUCTION
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Harm Reduction

Windsor-Essex

Transactions: **14,511**

Unique Service-Users: **1,002**

Injection & inhalation supplies: **3,240,452**

Needles: **261,949**

Kits: **30,573**

Most Requested Kit: Meth

Top 3 drugs used as reported by service-users:

- Meth
- Fentanyl (non-prescribed)
- Crack-Cocaine

of food packages distributed: **394**

of peers involved: **9**

Chatham-Kent

Transactions: **4,436**

Unique Service-Users: **781**

Injection & inhalation supplies: **2,253,627**

Needles: **301,845**

Kits: **27,026**

Most Requested Kit: Meth

Top 3 drugs used as reported by service-users:

- Meth
- Unspecified Opioid
- Dilaudid

We want to acknowledge the departure of Kayla Phoenix – support worker, and thank them for their many contributions to our agency.



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VOLUNTEER
ENGAGEMENT
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ENGAGEMENT**

Community & Volunteer Engagement

“Volunteering is the ultimate exercise in democracy. You vote in elections once a year, but when you volunteer, you vote every day about the kind of community you want to live in”.

~Author Unknown

As we look towards a post-pandemic society we begin to consider the shifts back to in-person activities and had to begin recruitment for in-person BINGO volunteers. Our volunteers have been very quick to adapt to the many changes that challenged us throughout this year. They have transitioned seamlessly with us back to in-person events and opportunities. Our volunteers have continued to work closely with us as we continue to meet the needs of our clients and community- and for that we cannot thank them enough.

We have refined our programs to ensure the safety of all of our volunteers, as well as our staff, and clients, as we transitioned back to an in-person format. We have over 33 active volunteers, and have had 13 new volunteers join our team. We also had 1 paid peer position and 9 student placements. We are continually improving our processes and are supported by our membership at Windsor-Essex Association for Volunteer Administration (WEAVA). Our volunteers have committed over 719 hours to supporting our agency's programs and initiatives. We have hosted many on-going BINGO sessions, World AIDS Day, A Taste for Life, and a number of online, social media campaigns with the help of our volunteers. We have raised thousands of dollars and continue to expand our community connections across Windsor-Essex. Volunteers have assisted with our work in so many ways ranging from moderating webinars, providing research support, assisting with event organization, developing social media content, community outreach, and of course serving on our board of directors.

Our board of Directors have continued to provide our agency with guidance and leadership as we navigate the uncertain times still ahead. They continue to exemplify compassion, care, competency and commitment throughout this year as we continue to adjust and re-adjust to each “new normal”.

A SPECIAL THANK YOU TO ALL OF OUR VOLUNTEERS AND COMMUNITY PARTNERS WHO HAVE COMMITTED THEIR TIME OVER THE LAST 34 YEARS AND CONTINUE TO SUPPORT US IN OUR EFFORTS AS AN AGENCY AND TO THOSE WHO DONATED THIS YEAR! YOUR VERY GENEROUS GIFTS HAVE HELPED TO SUPPORT ALL OF OUR AGENCIES PROGRAMS AND SERVICES.

We want to acknowledge the departure of Starr Meloche – Community & Volunteer Engagement Coordinator, and thank them for their many contributions to our agency.

WHO WE ARE
WHO WE ARE

STAFF

Michael Brennan

Executive Director

David Holmes

Director of Finance & Operations

Pauline Nash

Director of Programs & Services

Kevin Blondin

Community & Volunteer Engagement Coordinator

Jenn Deslippe

Manager of Client Support Services

Weedor Koiblee

Support Worker

Victoria Pizzuti

Peer Engagement Program Coordinator

Rich O'Brien

Peer Engagement Coordinator

Rebecca Friesen

Men 2 Men Sexual Health Project Coordinator

Ashley Doung

African Caribbean Black Community Outreach
Coordinator

Julia Bracewell

Women & HIV Community Outreach Coordinator

Claire Venet-Rogers

Harm Reduction Community Education
Coordinator

Roy Campbel

Harm Reduction Support Worker

Michael Kumako

Harm Reduction Support Worker

Tracey Douglas

Harm Reduction Support Worker

*Best of luck to our departing staff:
Julia Bracewell and Ashley Doung*

2021-2022 BOARD OF DIRECTORS

Naomi Levitz-Shobola

Chair

Remy Sirls

Vice Chair

Tina Asaad

Treasurer / Chair Finance Committee

Pia Lampitoc

Secretary

Jane Ku

Member at Large / Chair Nominations &
Governance Committee

Megan Miinch

Member at Large

Sandra Nowitski

Member at Large

Paschal Dim

Member at Large

Dr. Merrick Pilling

Member at Large

**Acknowledging departing board members:
Chad White and Stacy Davy.**

SEEKING PHA BOARD MEMBERS

Positive Pathways Community Services is committed to equity at all levels of the organization and has, as one of its core commitments the greater and meaningful involvement of people living with HIV or AIDS. PPCS encourages people living with HIV or AIDS to apply to the organization.

Board members attend monthly meetings and are expected to participate in at least one board committee. The monthly commitment for a board member can vary, but on average is 4-8 hours per month.

FOR MORE INFORMATION OR TO RECEIVE AN APPLICATION PACKAGE, PLEASE CONTACT MICHAEL BRENNAN, EXECUTIVEDIRECTOR@POZITIVEPATHWAYS.COM



**POZITIVE
PATHWAYS**

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